

Teaching and Learning Improvement Plan 2022/23



Actions <i>What will be the specific actions taken to achieve the objective?</i>	Success Criteria <i>What the success will look like?</i>	Timeframe <i>When will the actions be completed?</i>	Responsibility <i>By whom the actions will be completed</i>	Monitoring <i>How will improvement be monitored?</i>
Objective 1: To ensure quality of T&L remains 90% of lesson observations at good or better.				
1. Continue to share good practice across the school in various T&L areas such as: autism provision, EHCP outcomes, assessment for learning, engagement, challenge, etc. so the teachers and support staff are well qualified to meet the needs of the students	<ul style="list-style-type: none"> • Teachers and TAs draw on expertise of excellent practitioners so their own practice is improved in areas where required • Teaching and support staff aspire to deliver outstanding lessons 	<ul style="list-style-type: none"> • Ongoing standard • CPD sessions on Tuesday and Wednesdays • Weekly pathway planning meetings • Calendared peer observations 	<ul style="list-style-type: none"> • Pathway Leaders • Selected teaching staff 	<ul style="list-style-type: none"> • Attendance registers • Peer observations feedback • Learning walks • Attending Pathway Planning Meetings
2. Leadership and Management Training for teachers so they are competent and confident leaders able to utilise support staff effectively	<ul style="list-style-type: none"> • Teachers will be able to lead and manage the support staff in order to optimise students' progress 	- ongoing	<ul style="list-style-type: none"> • Line Managers • SJ, MH 	<ul style="list-style-type: none"> • Performance reviews • Coaching and target setting • Capability support plans

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<p>3. Develop evidence based lesson delivery</p>	<ul style="list-style-type: none"> Teachers use identified evidence based research to inform their lesson delivery Teachers begin to evaluate evidence based research 	<ul style="list-style-type: none"> 2022-2023 	<ul style="list-style-type: none"> Subject Leaders Class Teachers 	<ul style="list-style-type: none"> Planning scrutiny Lesson observations Work scrutiny Student outcomes
<p>4. Develop and improve evidenced base curriculum</p>	<ul style="list-style-type: none"> Teachers to use identified evidence based cognitive science research to inform planning. Evidence of interweaving and spacing used to structure subject planning and develop learning opportunities. 	<ul style="list-style-type: none"> End of Spring 2023 	<ul style="list-style-type: none"> SJ/MH Pathway Leaders Subject Leaders Class teachers 	<ul style="list-style-type: none"> Curriculum scrutiny Lesson observations Student outcomes Tracking and evaluating pupil progress
<p>5. Develop and Refresh Subject leader knowledge and practice as part of Covid recovery.</p>	<ul style="list-style-type: none"> Subject Leaders identify Courses to refresh and remain up to date. 	<ul style="list-style-type: none"> Autumn 2022- Summer 2023 	<ul style="list-style-type: none"> Line Managers to Oversee SJ/MH 	<ul style="list-style-type: none"> Feedback on impact on planning and practice.

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Objective 2: To maintain and develop the effectiveness of Leadership and Management amongst the Middle Leaders.				
1. Continue to develop the role of Pathway Leaders in monitoring Teaching and Learning	<ul style="list-style-type: none"> • Pathway Leaders conducting regular Learning Walks . • Carry out effective work scrutiny 	Every half-term	KdS, MG and MR	<ul style="list-style-type: none"> • Weekly line management meetings with the Head Teacher and Deputy
2. Direct Middle Leaders onto professional development courses so the Pathway Leaders have training that is tailored to their needs	<ul style="list-style-type: none"> • Pathway Leaders will feel empowered and can become more proactive and less reactive • To feedback on courses and implement strategies 	ongoing	SJ, MH,	<ul style="list-style-type: none"> • Weekly line management meetings. • Performance Management •
4. Coach the Middle Leaders on how to articulate their curriculum	<ul style="list-style-type: none"> • Middle Leaders confident and proficient articulating their curriculum in terms of intent, implementation and impact 	Termly	KdS, MG, MR SJ, MH	<ul style="list-style-type: none"> • Pathway Leaders' Reports • Scrutiny and interrogation of data • Paired lesson observations • Paired Learning walks • Review and moderation. • Individual coaching meetings • Present their pathway curriculum.

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<p>4. Coach the subject leaders on how to articulate their curriculum</p>	<ul style="list-style-type: none"> • Subject leaders are confident and proficient articulating their curriculum in terms of intent, implementation and impact 	<p>Termly</p>	<p>SJ, MH</p>	<ul style="list-style-type: none"> • Subject leader files • Subject Leaders' Reports • Individual coaching meetings • Learning walks and book scrutiny • Subject leaders present their subject planning.
<p>5. Send aspiring Middle leaders on the Inspire Leadership Course to nurture the current talent at St. Joseph's and enable them to progress within the organisation.</p>	<ul style="list-style-type: none"> • Succession planning 	<ul style="list-style-type: none"> • Annual; when suitable candidates are identified • Currently suspended during covid outbreak 	<p>SJ</p>	<ul style="list-style-type: none"> • Performance management • Dissemination of training

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Objective 3: To streamline and improve Standard Operating Procedures within the Education Department.				
1. Continue to support and monitor how staff set SMART targets so that delivered curriculum is well matched to students needs and aims to support progression.	<ul style="list-style-type: none"> • All groups of students are making good progress and beyond. • Targets are set in a robust and accurate manner • Targeted intervention takes place and supports attainment where there may be under achievement 	<ul style="list-style-type: none"> • First two weeks in September followed up by the termly review. 	<ul style="list-style-type: none"> • SJ, MH, • Pathway • Leaders 	<ul style="list-style-type: none"> • Moderation of targets • Work scrutiny • Data analysis
4. Continue to embed Sport with OT	<ul style="list-style-type: none"> • Aligned sport with OT EHCP requirements • Students allocated to sports which support OT needs • Broadening of sports opportunities for students 	<ul style="list-style-type: none"> • Summer 2023 	<ul style="list-style-type: none"> • JB GH-M 	<ul style="list-style-type: none"> • To be reviewed termly going forward.
5. Refresh Quality Marks	<ul style="list-style-type: none"> • Basic Skills • Careers • Healthy Eating 	<ul style="list-style-type: none"> • Summer 23 	<ul style="list-style-type: none"> • MH, CS, MR, 	<ul style="list-style-type: none"> • Line management meetings